



James A. Anderson, Jr.

Vice President-Government Relations

December 5, 2017

Honorable Mimi Walters
U.S. House of Representatives
215 Cannon House Office Building
Washington, DC 20515

Dear Rep. Walters:

I write on behalf of the National Association of Wholesaler-Distributors (NAW) to express support for H.R. 4219, *Workflex in the 21st Century Act*.

As you know, in an effort to meet the needs of workers who often find their private responsibilities in tension with those that attach to their employment, a growing number of states and their subdivisions have adopted an increasingly complex patchwork of paid leave laws. Concern about this trend among employers in the wholesale distribution industry has similarly grown, and large and mid-size wholesaler-distributors with locations in multiple states and localities indicate that the task of maintaining compliance with the varying requirements of paid leave laws in the jurisdictions where they are located is becoming increasingly challenging and expensive.

H.R. 4219 proposes a creative, flexible alternative in which employers are given a choice: continue to comply with the increasingly complicated web of varying state and local enactments in this space, or offer a “Qualified Flexible Work Arrangement Plan” (QFWA) under the Employee Retirement and Income Security Act (ERISA). To qualify as an ERISA plan and thus preempt all state and local paid leave laws, the employer’s QFWA must include both a paid leave and a flexible work arrangement component.

H.R. 4219 provides employers an option in this area that affords them certainty and administrative simplicity – a clear win. At the same time, the bill guarantees workers paid leave and flexible work options – a clear win. NAW is pleased to add its voice in support of the *Workflex in the 21st Century Act*.

Sincerely,

A handwritten signature in black ink, appearing to read 'James A. Anderson, Jr.', with a stylized flourish at the end.

James A. Anderson, Jr.
Vice President-Government Relations

NATIONAL ASSOCIATION OF WHOLESALER-DISTRIBUTORS

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